

ASSIGNMENT OF PATENT RIGHTS, INVENTIONS, COPYRIGHTS, TRADE SECRETS and KNOW-HOW

For: Saptarshi Katwata

In consideration of good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the entire right, title and interest in all patent rights thereof, all patented and unpatented inventions, and in all copyrights and all derivative works thereof, in all trade secrets, and in all know-how, of the undersigned, in the "**SKILLS MATCH SYSTEM**" (an internet based computer software system that matches job requirements and skills of job seekers to job openings) and in all related business methods, services, and products related to the "**SKILLS MATCH SYSTEM**", pertaining to the work and services performed and to be performed pursuant to the contract for the creation of any portion of the "**SKILLS MATCH SYSTEM**", and in all applications for Letters Patent and/or all applications for Copyright Registrations of the United States for all of the above, and in all related patent applications, including, but not limited to, all Divisionals, Continuations, Continuation-In-Parts, Reexaminations, Reissues or extensions of any Letters Patent that may be granted upon said applications and/or inventions, and all renewals, reissues, and extensions that may be granted on said Copyright Registrations, and in any foreign Letters Patent and/or Copyright Registrations, respectively, derived therefrom, are hereby assigned by the undersigned to the **ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY**, and the successors, legal representatives and assigns of the **ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY** (hereinafter collectively called said "Assignee"). The Commissioner of Patents is hereby authorized and requested by the undersigned to issue said Letters Patent to said Assignee. The Registrar of the Copyright Office is hereby authorized to issue said Copyright Registrations to said Assignee. The undersigned also hereby assigns to the Assignee the right to sue and recover for all past, present, and future infringements of said patents, Copyright Registrations, and all other intellectual property rights assigned to the Assignee herein.

For said consideration, it is also hereby agreed by the undersigned that the undersigned assigns all intellectual property rights that the undersigned owns in relation to the "**SKILLS MATCH SYSTEM**" fully and entirely as the same would have been held and enjoyed by the undersigned if this Assignment had not been made, as well as the entire right, title and interest in said intellectual property rights, including all priority rights, and the right to claim priority rights and the privileges and benefits thereof, including those under the International Convention, and all other Conventions, and the right

to file applications for patents and copyrights, and other filings, in said Assignee's own name for said intellectual property rights in each and every country of the world.

It is further agreed by the undersigned, upon the request of said Assignee, that the undersigned will assist in the preparation of and will execute any and all documents that the Assignee deems necessary or expedient in connection with any and all applications and/or filings for or in relation to any patents, copyrights and/or any other of said intellectual property rights, and the undersigned agrees to fully cooperate in all respects in relation to such applications and/or filings. The undersigned hereby authorizes the attorneys of record in said applications to insert in this Assignment the date and serial number of any patent application and/or copyright application thereof.

Saptarshi Katwata

Name: **Saptarshi Katwata** Date 1-12-2001

Address: 25 NW pt Suite 600

City: Elk Grove Village

State: IL Zip: 60097

STATE OF ILLINOIS
COUNTY OF Cook

On January 11, 2001, Saptarshi Katwata appeared before me, a Notary Public in and for the State and County aforesaid, and acknowledged that s/he freely and voluntarily subscribed and executed the foregoing Assignment for the purposes and uses therein expressed.

(SEAL)



Melissa Guthrie
Notary Public

ASSIGNMENT OF PATENT RIGHTS, INVENTIONS, COPYRIGHTS, TRADE SECRETS and KNOW-HOW

For: Angel Li

In consideration of good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the entire right, title and interest in all patent rights thereof, all patented and unpatented inventions, and in all copyrights and all derivative works thereof, in all trade secrets, and in all know-how, of the undersigned, in the "**SKILLS MATCH SYSTEM**" (an internet based computer software system that matches job requirements and skills of job seekers to job openings) and in all related business methods, services, and products related to the "**SKILLS MATCH SYSTEM**", pertaining to the work and services performed and to be performed pursuant to the contract for the creation of any portion of the "**SKILLS MATCH SYSTEM**", and in all applications for Letters Patent and/or all applications for Copyright Registrations of the United States for all of the above, and in all related patent applications, including, but not limited to, all Divisionals, Continuations, Continuation-In-Parts, Reexaminations, Reissues or extensions of any Letters Patent that may be granted upon said applications and/or inventions, and all renewals, reissues, and extensions that may be granted on said Copyright Registrations, and in any foreign Letters Patent and/or Copyright Registrations, respectively, derived therefrom, are hereby assigned by the undersigned to the **ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY**, and the successors, legal representatives and assigns of the **ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY** (hereinafter collectively called said "Assignee"). The Commissioner of Patents is hereby authorized and requested by the undersigned to issue said Letters Patent to said Assignee. The Registrar of the Copyright Office is hereby authorized to issue said Copyright Registrations to said Assignee. The undersigned also hereby assigns to the Assignee the right to sue and recover for all past, present, and future infringements of said patents, Copyright Registrations, and all other intellectual property rights assigned to the Assignee herein.

For said consideration, it is also hereby agreed by the undersigned that the undersigned assigns all intellectual property rights that the undersigned owns in relation to the "**SKILLS MATCH SYSTEM**" fully and entirely as the same would have been held and enjoyed by the undersigned if this Assignment had not been made, as well as the entire right, title and interest in said intellectual property rights, including all priority rights, and the right to claim priority rights and the privileges and benefits thereof, including those under the International Convention, and all other Conventions, and the right